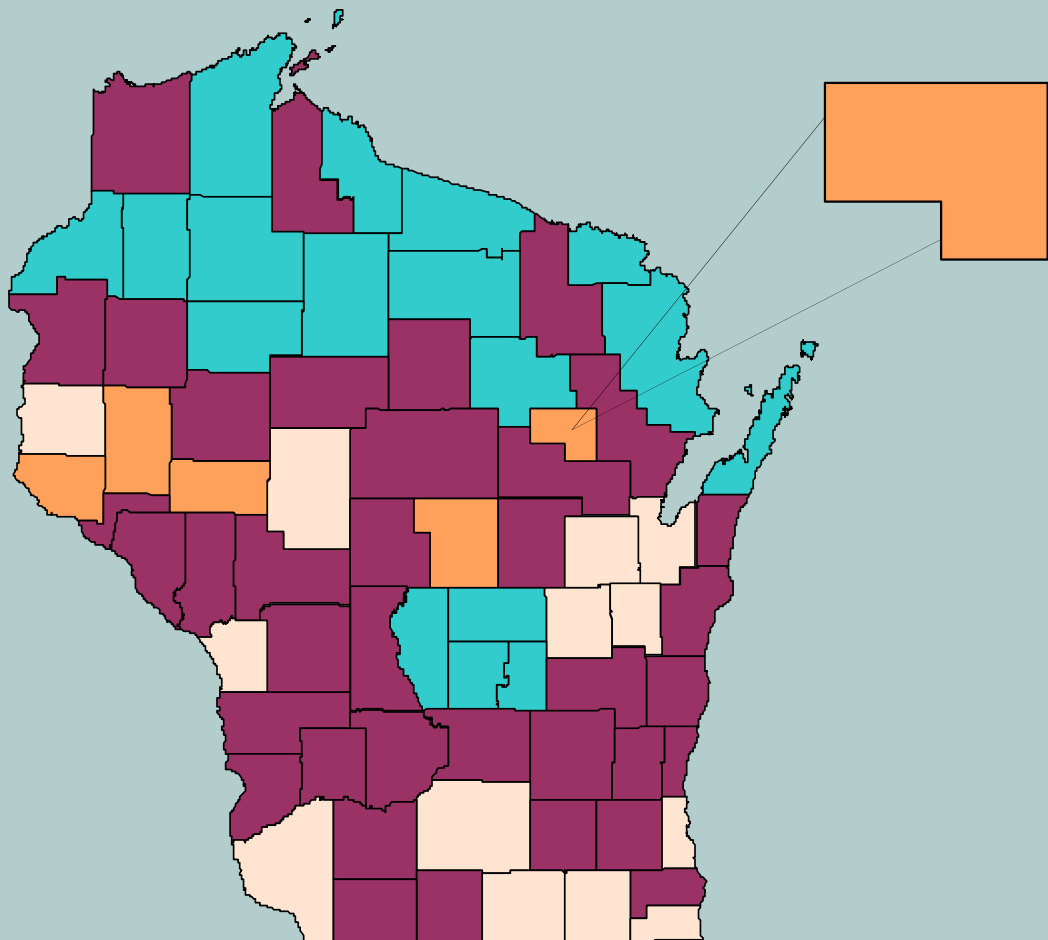


Menominee County Workforce Profile

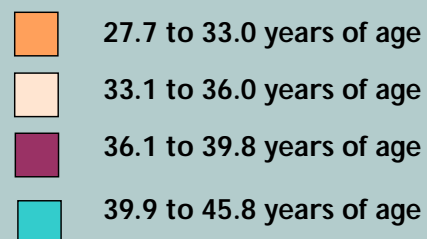
Median Age by County, 2000



Your complete
guide to the
state of the
labor force of
today and a
glimpse into
the economy of
tomorrow.



State of Wisconsin
Department of Workforce Development
October 2002



Source: Census 2000 of the United States



County Population

Between 1990 and 2000 the population of Menominee County grew at faster rate than the U. S. and nearly double the rate of the State of Wisconsin. The State increased in population by 9.65 percent compared to 17.27 percent for the County. The total increase was 672 over the decade. The growth rate since the census has not kept pace with the nation's and state's growth rate dropping just below their growth rates.

As the growth rate for the County was different than the state during the decade, the source of growth was also different. The majority of the county's growth has come from a high birth rate in the county. Migration of residents to the county has had minimal effect on population growth. During the decade net migration made up only 1.5 percent of population. The high birth rate makes Menominee one of the youngest in the state. This is offset by a lower percent of the population in older age brackets. Many of the surrounding counties have a higher proportion of their population over age 50 than the nation.

The County's only municipality represents the entire county and the changes in the municipality therefore

are the same as the county as a whole. During the period of April 2000 until January 1, 2001 the area increased 0.6 percent. The change in population was quite minimal with a growth of 29 residents.

The U. S. Bureau of Labor Force Statistics defines the labor force aged population as the sum of all employed and unemployed persons who are 16 years old and older. (People who are not working includes not only people who are unemployed but people who have chosen not to be in the labor force. Examples of people who are not working, but who are not unemployed are retirees, unable to work and people who choose not to work.)

The Menominee County population by age groups, as noted earlier, varies from the State population break out at several stages. It basically shows a population much younger than both the State of Wisconsin and the United States. Over 45 percent of the county's population is under the age of 20 and 50 percent under age 30.

After age 20 point, the county has a much smaller percentage of population in all of the age groups

(Continued on page 2)

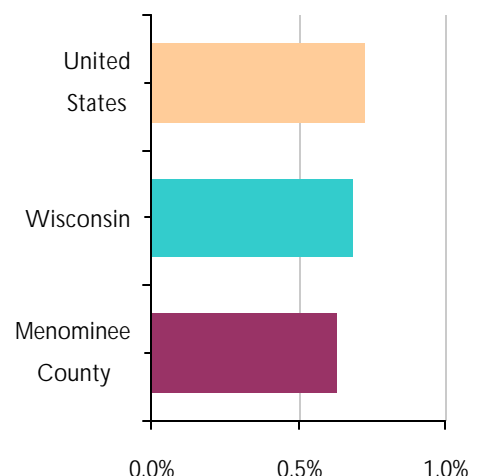
Total Population

	2000 Census	January 1, 2001 Estimate	Percent change
United States	281,421,906	283,474,000	0.7%
Wisconsin	5,363,675	5,400,449	0.7%
Menominee County	4,562	4,591	0.6%

Largest Municipality

Menominee, Town	4,562	4,591	0.6%
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Population Growth 2000-2001

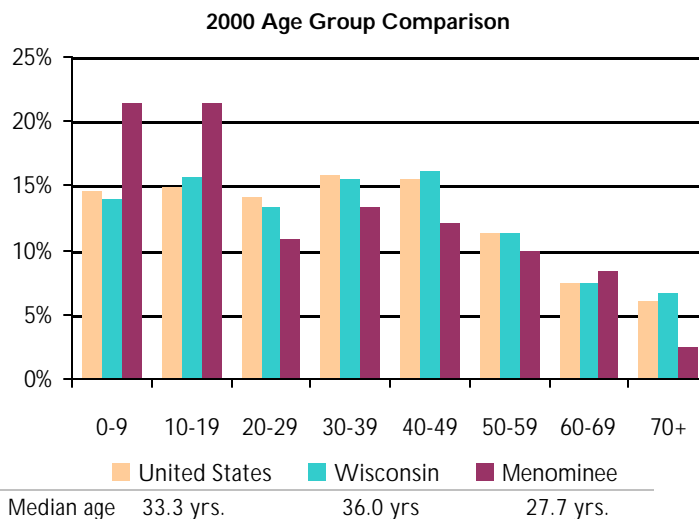


Source: Wisconsin Department of Administration, Demographic Services, 2002



than the state and U. S. through age 59. At that point, the county has a higher percent than the nation and the state and a very low percent of the population is over age 70. The age break out provides the potential of replacement workers for the county in the next ten to twenty years, however these workers will need to be provided with training and job opportunities in order to keep them in the community.

The age factor is reflected in the median age of the County at 27.7 years. This is 5.6 years below the national average and 8.3 years less than the State. The young age of the county requires services that are quite different than the surrounding counties, which for the most part have populations that are older than the state average. Many of these counties have median ages near age 40, well above the state and national averages. These counties are looking at health care and other services for an aging population and a need for replacement workers, while Menominee County will need to look at increasing educational services and employment opportunities for this young population. This will also have an impact on the need for job growth within the county. The county has experienced

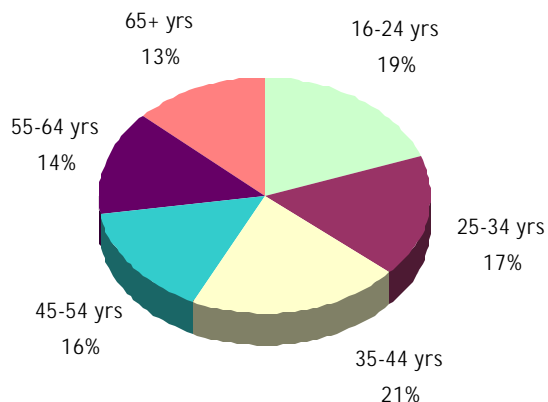


Source: US Department of Commerce, Census Bureau, *Census 2000*

high unemployment during the last decade. With the potential of more workers coming into the labor market during the near future than leaving, the number of jobs in the county will need to grow at a faster rate than it has in the past to accommodate this population.

County Civilian Labor Force

Menominee County Labor Force Age Groups



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

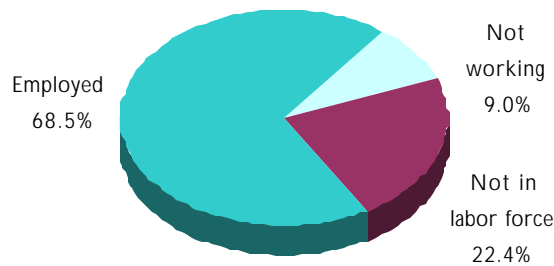
The labor force is a subset of the county's population, as it includes only residents age 16 and older that are working or looking for work. The size and make-up of the labor force in the county is quite dynamic, and fluctuates with the seasons and economy.

During 2001, the average size of the labor force in the County was 2,300. However, the availability of workers changed during each month of the year. Normally the winter months of January, February experience the lowest number of workers in the labor force. This coincides with the number of jobs available during these months. The converse of this is June, July and August when tourism, and construction are at their peak boosting employment to

(Continued on page 3)

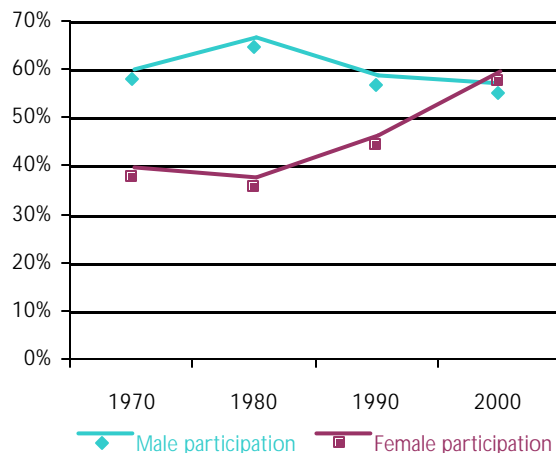


2001 Labor Force Participation



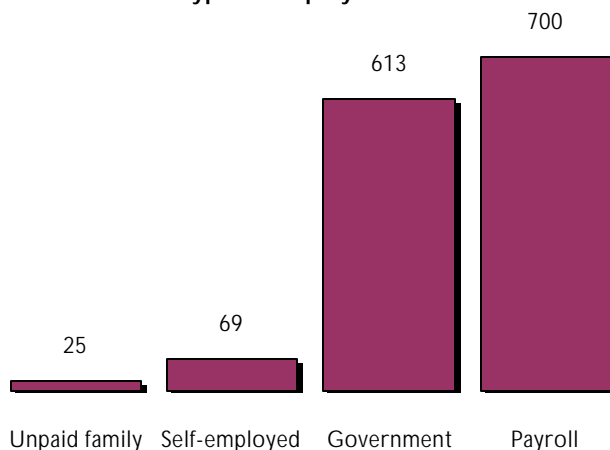
Source: Estimated from WI Dept. of Administration population estimates, Jan. 2001, US Census Bureau, and WI Local Area Unemployment Statistics.

Labor Force Participation of Male and Female Residents



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

Type of Employment



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

its highest level, and the labor force expands to meet this need.

During the last five years, the unemployment rate in Menominee County has been nearly double the state's unemployment rate and well above the national average. This in part is due to limited employment opportunities within the county. The rate had declined between 1997 and 1999. However, it then began to rise again in 2000. The increase in the rate, while steeper in 2000 and 2001 than the state's, did follow the statewide pattern, where the effects of a slower economy preceded the national pattern of an economic slowdown. The difference in the pattern reflects differences in the county's economy and the state and the nation. The county has a limited number and variety of employers.

The term used to describe the relationship between the labor force and population is the labor force participation rate (lfpr). Menominee County has a higher participation rate than both the State of Wisconsin and the United States. The participation rate for Menominee County's labor force was 77.6 percent. The United State's participation rate is 66.9 percent, while the state's rate is 73.5 percent. Participation rates are affected by changes in the economic conditions, as well changes in the demographic conditions of an area such as age and gender of the population.

The above data is determined from information from the U. S. Bureau of Labor Statistics. The data is collected and estimated differently from data from the U. S. Census. Based on U. S. Census data, since 1950, the participation of females has increased dramatically in the United States. Each decade the percent of women that have been in the labor force has increased, while that for men has declined slightly. Information on labor force participation for Menominee County is not available until 1970 after it became a county. In Menominee County, the rise in the participation of women in the labor force started to take hold after 1980. This has continued through the last decade in most counties of the state, while participation for men declined. In Menominee, the rate for men and women were almost equal during 2000. Fifty-five percent of the men of labor force age are partici-

(Continued on page 4)



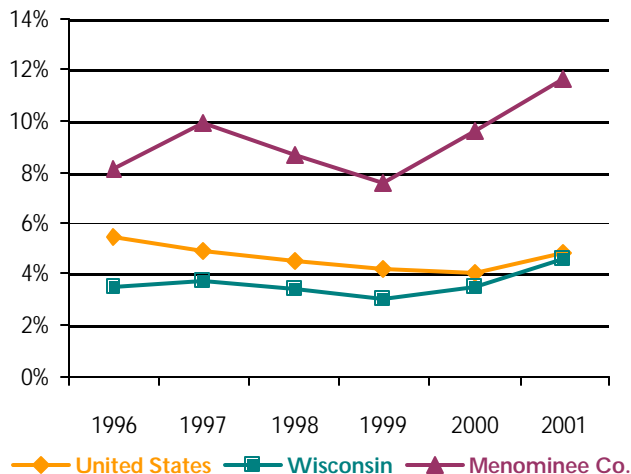
State of Wisconsin - Menominee County

pating in the labor force compared to 57.6 percent for women in Menominee County.

Unlike most areas, where the majority of workers are employed by a private business and are considered payroll employees, in Menominee, an almost equally as large portion of the employment is considered as government and making up 43.6 percent of those employed. At the same time, 49.8 percent of the workers are employed by a non government unit. In most areas, government employment includes all services such as police, fire, social services, education and postal as provided by federal state, county, city and village government units. However in Menominee, one of the government units is the Menominee tribe and it operates the casino and related activities, hence these employees are considered as government workers in this case. The percent of self employed workers in the county was 4.9 percent, just below the state average of 6.1 percent.

When looking at economic profiles, it is important to consider both the source of workers in the county and how they get to their employer. At the

Unemployment Rate Comparison

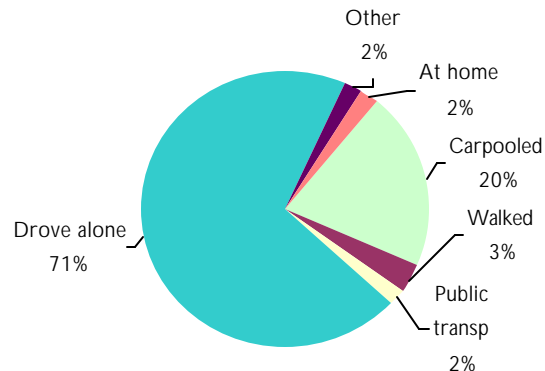


Menominee County Civilian Labor Force Data

	1996	1997	1998	1999	2000	2001
Labor Force	2,200	2,400	2,500	2,500	2,300	2,300
Employed	2,000	2,100	2,300	2,300	2,100	2,100
Unemployed	180	240	220	190	220	270
Unemployment Rate	8.1%	9.9%	8.7%	7.6%	9.6%	11.6%

Source: WI Department of Workforce Development, Local Area Unemployment Statistics, revised March 2002

County Travel-to-Work Patterns



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

time of this writing, commuting patterns at the county level were not available so we will not be able to look at where workers come from, and the number of workers that leave the county for work. However the method of how workers get to work is available. Both are source and mode of travel are important in planning the growth of a community's infrastructure, recruitment of workers and economic development. In 1990, Menominee County had a net gain of workers coming to work each day. This was primarily for workers working in the casino and related businesses. This has probably not changed a great deal since then.

Based on the 2000 Census, 71 percent of workers in the county drove to their place of employment alone. Twenty percent of the workers carpoled. This was well above the state average of 9.9 percent for carpooling a possible indicator of workers coming to the county for work. Only two percent of workers indicated using public transportation. This is due to the lack of the availability of public transportation in the area. Two percent of workers indicated working at home.



County Industry Employment

Nonfarm Wage and Salary Employment

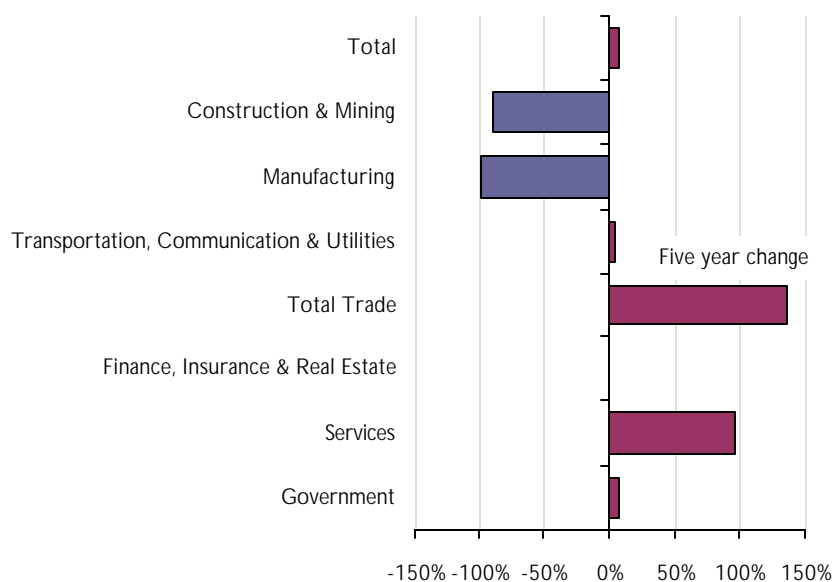
	1996	1997	1998	1999	2000	2001	Percent change	
							1 year	5 year
Total	1,882	2,019	2,095	2,177	2,088	2,029	-2.8%	7.8%
Goods Producing	56	68	38	29	33	6	-83.1%	-90.0%
Construction & Mining	47	49	24	29	33	5	-83.4%	-88.3%
Manufacturing	*	*	*	*	*	*	*	*
Durable	*	*	*	*	*	*	*	*
Nondurable	*	*	*	*	*	*	*	*
Service Producing	1,827	1,951	2,056	2,149	2,055	2,023	-1.5%	10.8%
Transportation, Communications & Utilities	7	26	69	73	51	7	-86.0%	4.5%
Total Trade	38	51	60	67	80	90	12.0%	136.8%
Wholesale	*	*	*	*	*	*	*	*
Retail	38	51	60	67	80	90	12.0%	136.8%
Finance, Insurance, and Real Estate	*	*	*	*	*	*	*	*
Services & Misc.	22	41	60	55	40	42	5.7%	96.3%
Total Government	1,760	1,833	1,867	1,954	1,884	1,884	0.0%	7.0%

Source: WI Department of Workforce Development, Nonfarm wage and salary estimates, revised March 2002

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the job holder has multiple jobs. This information is often referred to as "place of work" data.

The 1990 census indicated that Menominee had more workers entering the county for work than leaving. This pattern may have changed slightly in the last several years as the difference between the number of jobs, and the number in the labor force employed is less than 100 workers.

Employment Change by Industry Division: 1996 to 2001



Source: WI DWD, Nonfarm wage and salary estimates, revised March 2002

Menominee County is unique in the State of Wisconsin. It has the highest percent of workers in government work of all the counties in the state, including Dane County with 92.8 percent of the jobs in the government sector. This is a result of tribal ownership of the casinos and related enterprises in the county. Prior to 1996 employment was separated out based on activity, since that time it has been classified by major activity of the employer. In the last five years, the trade industry had the fastest growth rate of all the industry sectors, with an increase of 52 jobs over the period. Services and miscellaneous employment increased by 20 jobs in the last five year. The total number of jobs since 1996 has increased Manufacturing during that time increased 7.8 percent or 47 jobs.



State of Wisconsin - Menominee County

Top 10 Employers - 2001

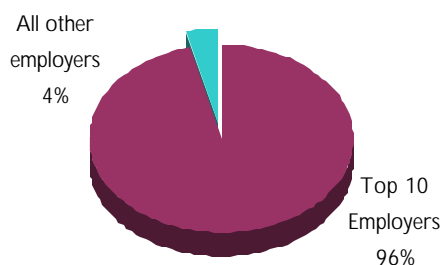
Company	Product or Service	Size
Menominee Indian Tribe	Tribal Government Services	500-999
Menominee Casino-Bingo-Hotel	Entertainment/Lodging	500-999
Menominee Enterprises-Tribal Entrpr	Sawmill	250-499
Menominee Indian School District	Tribal Education	100-249
County of Menominee	Government Services	100-249
Town of Menominee- Menominee County	Government Services	20-49
Tom Thumb Food Markets Inc.	Retail Trade	20-49
Delabreau Otto Ltd	Retail Trade	20-49
Kenah Mecem Inc.	Retail Trade	10-19
Menominee Indian Tribe of Wisconsin	Retail Trade	5-9

Top 10 Industry Groups

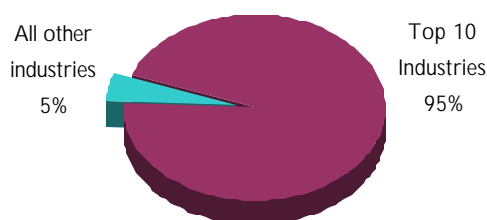
Industry Group	March 2001		Numeric change	
	Employers	Employees	1-year	5-year
Amusement & Recreation Services	*	*	*	*
Educational Services	3	298	-10	*
Executive, Legislative, and General	4	265	*	*
Social Services	*	*	*	*
Health Services	*	*	*	*
Business Services	*	*	*	*
Lumber and Wood Products	*	*	*	*
Real Estate	*	*	*	*
General Building Contractors	*	*	*	*
Food Stores	3	38	1	*

*data suppressed to maintain confidentiality

Top 10 Employers' Share of Nonfarm Employment 2001



Top 10 Industry Group Share of Nonfarm Employment

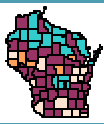


Source: WI Department of Workforce Development, ES-202 file tape, December 2001

There were just over 80 employers in Menominee County during 2001. This includes nearly 10 government units. The ten largest employers in the county provided over 95 percent of the jobs in the county while making up just over twelve percent of the employers in the county. This makes changes in the make up of these companies important to the on-going economy and well being of the county.

The make up of the largest employers in the county has a central theme due to the way the businesses are classified. Seven of the ten are government, normally government only has two or three listed in the ten largest employer list. However, in Menominee County, the tribe owns and operates many of the businesses that normally would be classified elsewhere, such as the casino, restaurant, hotel, and

(Continued on page 7)



State of Wisconsin - Menominee County

sawmill.

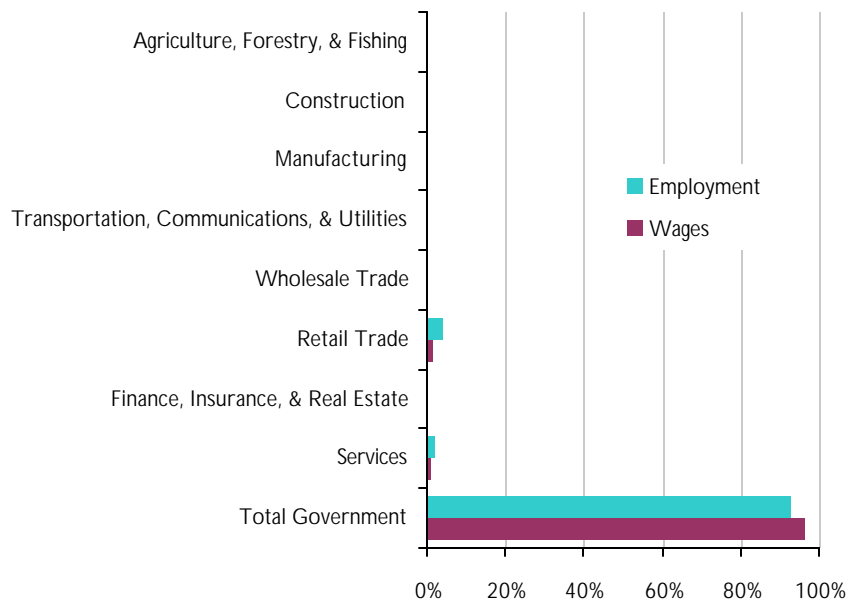
Outside of businesses operated by the tribe, the three private businesses in the top ten list of employers are all in the retail trade industry. These cater to both local residents, as well as serve the tourists that come to the area. Other than the sawmill, there is no manufacturing in the county. This leaves Menominee County with the distinction of having the highest percent of government employment and the lowest percent of manufacturing

employment in the State. Wisconsin has approximately 20 percent of its jobs in the manufacturing industry, while the nation averages just under 14 percent.

Another way to look at employers is by placing them into industry groups. These groups include all of the employers that produce or provide a like service into one. Industries are divided into over 80 different industry groups. Like the ten largest employers, the ten largest industries in Menominee provide 95 percent of the jobs in the county. Information is suppressed in industries that have fewer than three employers or one employer represents over 50 percent of the employment in that industry.

The average annual wages in Menominee rose 2.2 percent during the last year. The increase can be from due to changes in the number of hours worked by employees as well as changes in the average hourly wages in the area. Wages in the county were \$7,409 below the state average of \$30.922 or 76 percent of the state average. Differences between local annual wages are the due to average weekly work hours as well as average hourly wage.

Employment & Wage Distribution by Industry Division



Annual Average Wage By Industry Division

	Menominee Co. Annual Average Wage	Wisconsin Annual Average Wage	Percent of State Average	1-year percent change	5-year percent change
All Industries*	\$ 23,513	\$ 30,922	76.0%	2.2%	21.5%
Agriculture, Forestry, & Fishing	*	\$ 22,565	*	*	*
Construction	\$ 9,951	\$ 39,011	25.5%	-63.8%	-59.7%
Manufacturing	*	\$ 39,739	*	*	*
Transportation, Communications, & Utilities	*	\$ 36,639	*	*	*
Wholesale Trade	*	\$ 40,521	*	*	*
Retail Trade	\$ 10,055	\$ 14,596	68.9%	3.3%	12.2%
Finance, Insurance, & Real estate	*	\$ 40,933	*	*	*
Services	\$ 11,658	\$ 28,775	40.5%	-47.6%	-37.3%
Total Government	\$ 24,381	\$ 33,785	72.2%	-6.8%	12.7%

* Mining excluded from table since wages were suppressed to maintain confidentiality in every county

Source: WI DWD, *Employment, Wages, and Taxes Due covered by Wisconsin's U.C. Law, 2002*



Occupation and Education Characteristics of County Population

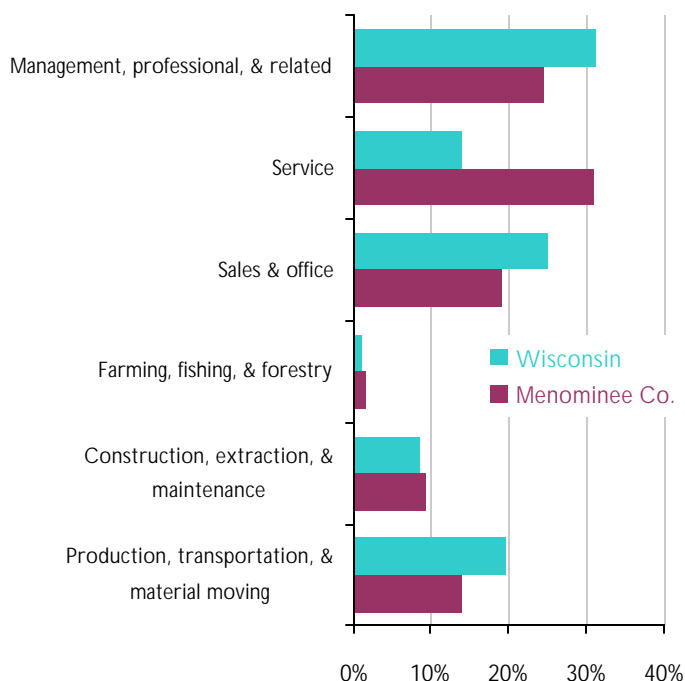
Two additional factors that are vital to the composition of Menominee County's workforce are the occupational distribution of the labor force and the educational attainment of the county's population. The occupational distribution, which consists of information collected from Census 2000 is illustrated in the chart to the right.

A number of interesting points can be made about this distribution. First, the county has a significant greater portion of its population working in service than the state average. As this is census data, it is collected by activity, rather than ownership. The only other sector with a larger percent of workers than the state average is farming, fishing, and forestry. Both of these occupational groups do a relatively good job in describing the employment activities in the county and the table as a whole shows the differences between the local economy which is dependent on tourism through the casino and the state with a more diversified industry base.

A smaller percentage of workers in the county are employed in management and professional occupations, as well as workers in sales and office positions than the state. This again reflects the economy of the county.

Shifting from occupations to educational attainment, the distribution of the population aged 25 and over

Employment by Occupation Group: 2000

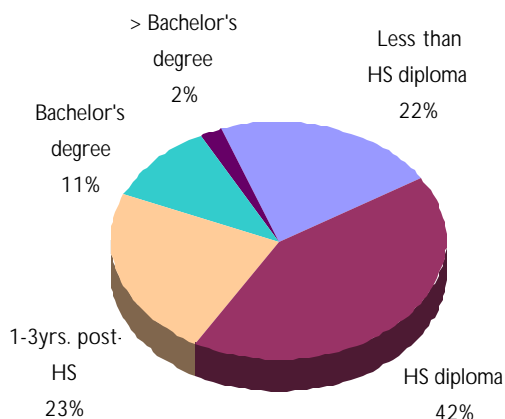


US Department of Commerce, Census 2000

by highest level attained. The county had 78 percent of with at least a high school diploma. This is a lower percentage than the state with 85 percent of its population with a high school diploma or greater. Just thirteen percent of the population has a bachelor's degree or higher, just over half the state average. This reflects the industry structure of the county with few employment opportunities for college graduates.

A large portion of the population (23 percent) has post education beyond high school but less than a college degree. This would include those with associate degrees or vocational certificates from a technical college. These programs blend well with the county's economy.

Education Attainment in 2000



Source: US Dept. of Commerce, Census Bureau, *Census 2000*



County Income Information

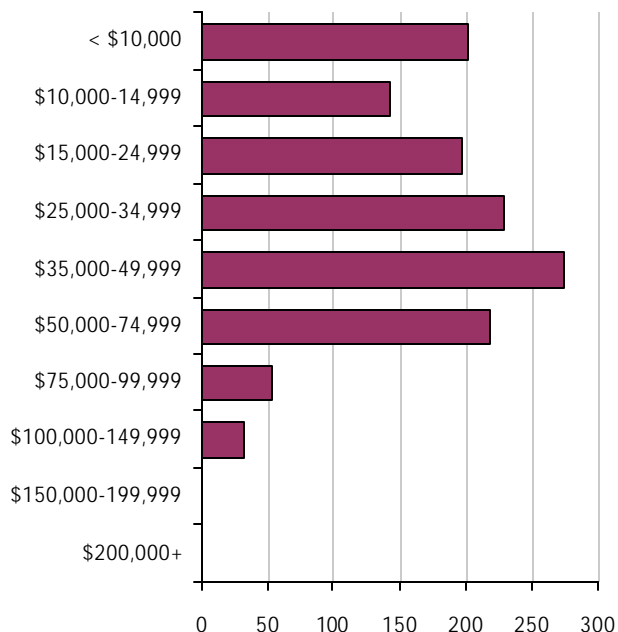
A final, yet vitally important factor to consider when examining the Menominee County workforce is the income level of the population. This is measured by a variety of means. The first, and perhaps most popular calculation is that of median household income. The distribution to the right represents the distribution of household income in the county as reported in Census 2000. This is the point where half the households have incomes above and below. In 2000, the median household income of Menominee County was \$29,440. The county's median household income is significantly lower than the state average of \$43,286. A logical explanation for this disparity harkens back to the discussion of average annual wages which make up a large share of most household income. In the county, these are also lower than the state average.

Another indication of income in the county is the per capita personal income (PCPI), which includes sources of income other than salary and wages. In 2000, the PCPI of Menominee County was \$15,782, which is lower than both the state and nation.

In Menominee County, the sources of income are lower in the net earnings portion. The primary source here are wages which are lower in the county than the state. The percent of income coming from the dividends, interest, and rent portion of income is slightly above the state and nation. How-

Households by Income Range

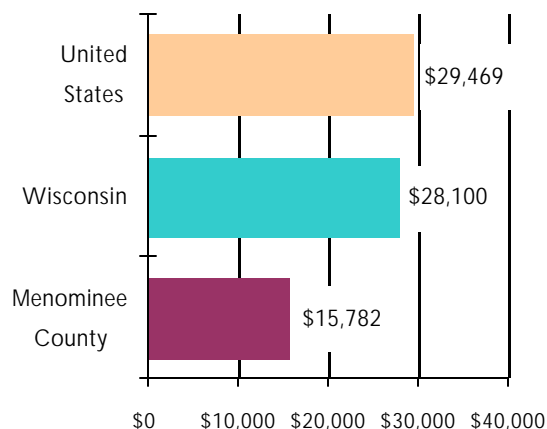
Median household income in Menominee Co. \$29,440



Source: US Dept. of Commerce, Census Bureau, *Census 2000*

ever, the percent of PCPI that comes from transfer payments is higher than both the state and nation. This includes payments from the government such as social security and other types of assistance.

Per Capita Personal Income 2000



Source: US Department of Commerce, Bureau of Economic Analysis

Components of Total Personal Income: 2000

